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DEVEX CAREER ADVICE AND INSIGHTS

ASSESSING THE US DEVELOPMENT JOB MARKET

OCTOBER 2025

INTRODUCTION

WHAT'S HAPPENED, AND WHAT'S NEXT

An overview of the development recruitment landscape in the U.S., with helpful insights for professionals seeking the best opportunities in a more competitive job market.

While the global development job market in the United States has taken a significant hit since the Trump administration's freeze on foreign aid sent the sector reeling, it also continues to evolve. Knowing which organizations have remained the most active in recruiting new talent, among other trends, can give job seekers an edge in a more competitive market.

To help development professionals make sense of the current U.S. recruitment landscape, we've put together this comprehensive guide featuring exclusive job board data insights on which pockets of the sector are offering the most opportunities.

What you'll learn:

- The most active hiring organizations over the past several months.
- Which sectors have been most resilient to the U.S. aid freeze.
- Deep dives into key American hub cities, including New York.
- What skills and experience are growing in demand, and much more.

ICYMI: DOWNLOAD OUR RECENT CAREER GUIDES

- A global development pro's guide to career pivots
- Your guide to global development's top local employers
- A global development pro's guide to AI
- Assessing the Trump effect on UN agencies

OVERVIEW

U.S. JOB MARKET IS DOWN, BUT NOT OUT



Soon after being sworn in as United States president on Jan. 20 of this year, Donald Trump's administration and its unprecedented orders to freeze U.S. foreign aid drastically altered the development recruitment landscape, particularly in the United States.

Since the first of the year, roughly 5,000 jobs based in the U.S. have been posted on Devex's board, nearly 28% fewer than the same period in 2024, according to our analysis.

The U.S. aid cuts and their related fallout have led to significant decreases in job postings from large multilateral organizations, including several United Nations entities, such as the World Bank Group (-37.1%), United Nations Children's Fund (-34.6%), and the International Monetary Fund (-23.6%).

> *My biggest recommendation is to really identify and get specific with what you're looking for, both across roles and sectors, and leave room for opportunities outside of your traditional career path. You may find new and unexpected opportunities that way too.*
>
> **— Radhika Bhatt, social impact careers coach**

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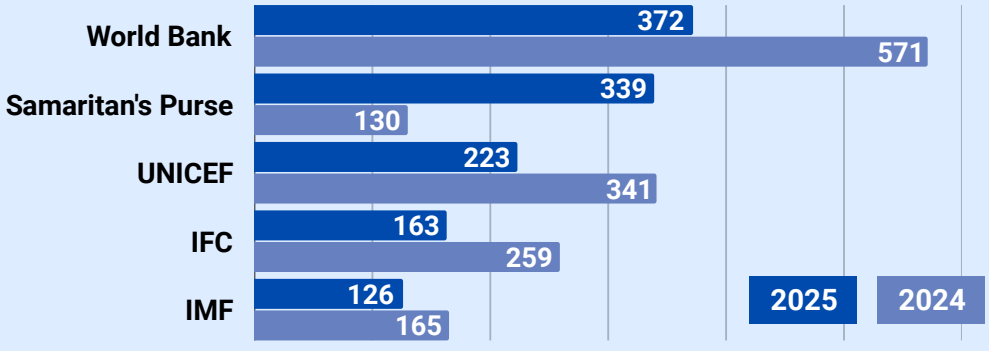
U.S. jobs posted in 2025.

-27.6% compared to 2024.

However, a closer look at the numbers does reveal a more nuanced picture compared to what emerged in previous job board analyses, with some smaller U.N. agencies and NGOs bucking the general downward trend, along with other pockets of growth in certain spaces.

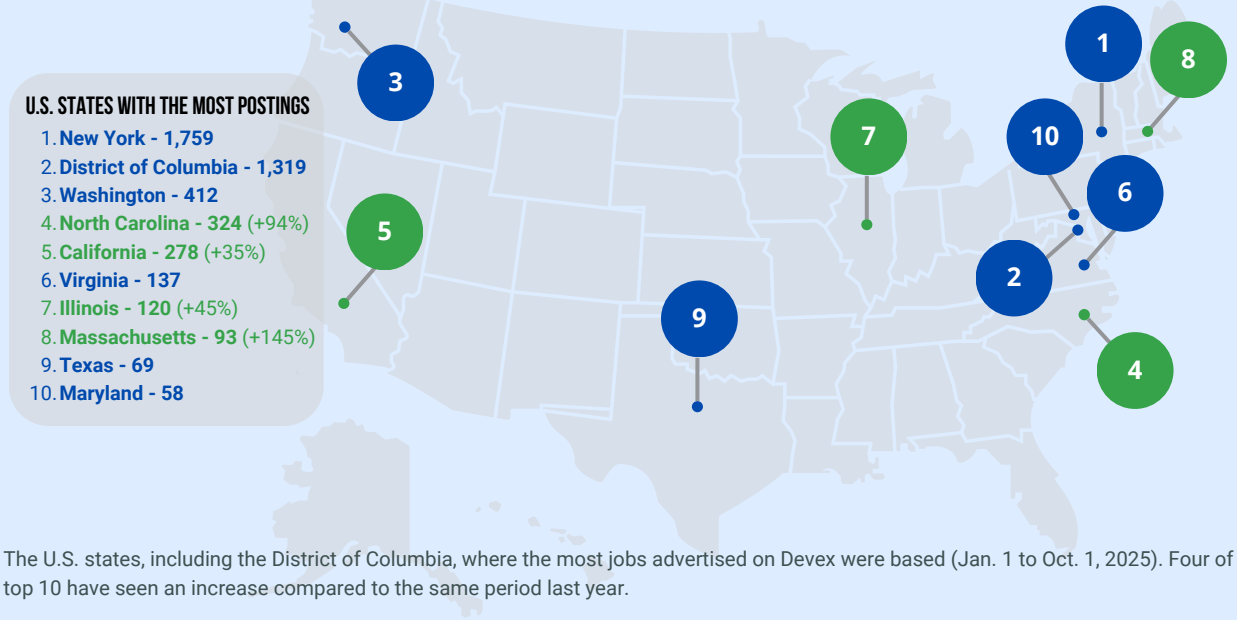
For instance, the 85 jobs posted by the United Nations Development Programme's U.S. office represent a 46.2% increase, while the Christian

TOP 5 US EMPLOYERS IN 2025



The organizations with the most U.S. job postings on Devex from Jan. 1 to Oct 1, 2025. Postings from the same period in 2024 are also shown.

WHERE THE JOBS ARE



The U.S. states, including the District of Columbia, where the most jobs advertised on Devex were based (Jan. 1 to Oct. 1, 2025). Four of the top 10 have seen an increase compared to the same period last year.

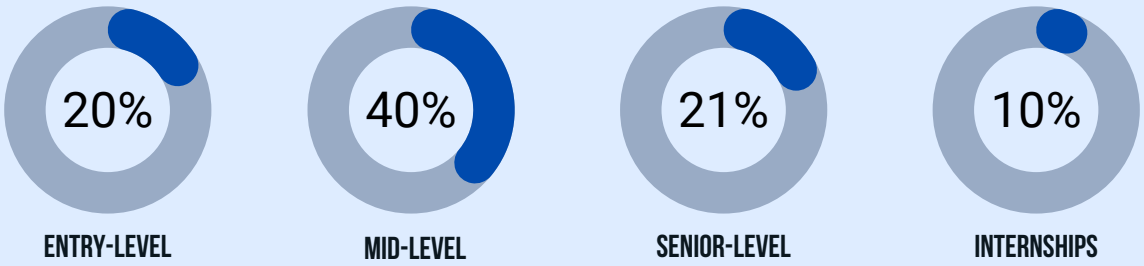
NGO Samaritan's Purse posted the second-most jobs of any organization this year, with 339 jobs, a nearly 161% increase compared to 2024.

In terms of sectors and specialties, the largest growth spike in new roles has been in funding (+148.6%). However, several traditionally popular roles have also seen deep drops in opportunities, including project management roles (-53.7%). The 1,355 roles classified within "institutional development," while still the most of any Devex-defined sector, are also far fewer than last year (55.4%).

Among the top 10 locations, the steepest drops in available jobs compared to 2024 were seen in the Washington metropolitan area, commonly referred to as the DMV. Here, there have been roughly 82% fewer jobs posted in Maryland, 64% fewer in Virginia, and a 48% decrease in Washington, D.C. However, four of the top 10 locations saw increases in job postings, led by Massachusetts (+145%) and North Carolina (+94%).

While the bright spots are still outweighed by significant decreases in opportunities, there are more emerging as the sector continues to evolve into new and unknown territory.

US DEVELOPMENT JOB CAREER LEVELS IN 2025



The percentage of U.S. job postings per desired career level advertised on Devex since Jan. 1, 2025.

WHO'S STILL HIRING?

TOP US EMPLOYERS, SO FAR, IN 2025

Here are the organizations which have posted the most development jobs on Devex that are based in the U.S. from January 1st through October 1st, 2025.

01 WORLD BANK GROUP

Jobs posted since Jan. 1: 372 (-37% vs. 2024).
View current job openings.

02 SAMARITAN'S PURSE

Jobs posted since Jan. 1: 339 (+161% vs. 2024).
View current job openings.

03 UNITED NATIONS CHILDREN'S FUND (UNICEF)

Jobs posted since Jan. 1: 223 (-35% vs. 2024).
View current job openings.

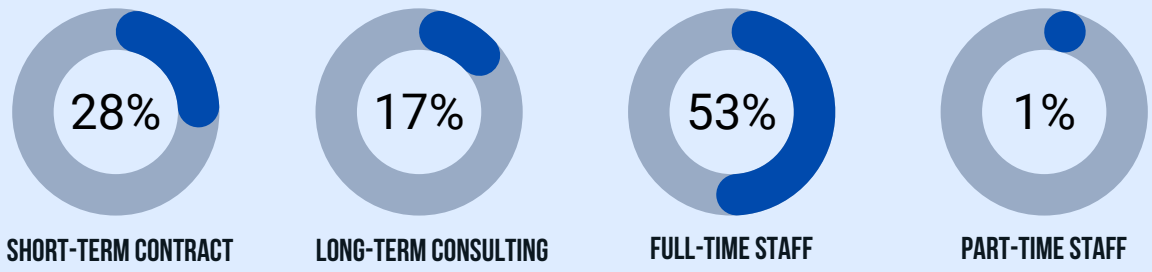
04 INTERNATIONAL FINANCE CORPORATION (IFC)

Jobs posted since Jan. 1: 163 (-37% vs. 2024).
View current job openings.

05 INTERNATIONAL MONETARY FUND (IMF)

Jobs posted since Jan. 1: 126 (-24% vs. 2024).
View current job openings.

US DEVELOPMENT JOB TYPES IN 2025



The percentage of U.S. job postings per contract type advertised on Devex since Jan. 1, 2025.

WHO'S STILL HIRING?

TOP US EMPLOYERS, SO FAR, IN 2025

06 GATES FOUNDATION

Jobs posted since Jan. 1: 123 (-9% vs. 2024).
View current job openings.

07 DPPA

Jobs posted since Jan. 1: 103 (+1% vs. 2024).
View current job openings.

08 ICF

Jobs posted since Jan. 1: 103. (N/A vs. 2024)
View current job openings.

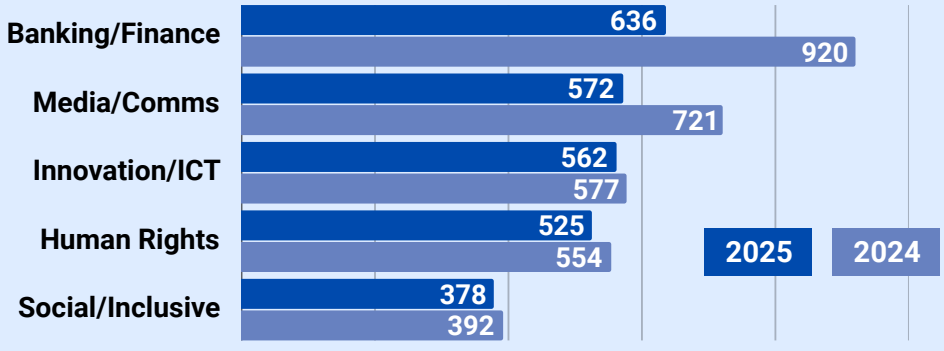
09 UNDESA

Jobs posted since Jan. 1: 100 (+15% vs. 2024).
View current job openings.

10 UNDP UNITED STATES

Jobs posted since Jan. 1: 85 (+46% vs. 2024).
View current job openings.

TOP 5 US JOB SECTORS IN 2025



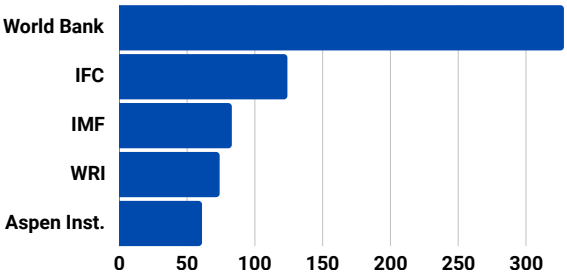
The sectors with the most U.S. job postings on Devex from Jan. 1 to Oct 1, 2025. Postings from the same period in 2024 are also shown.

US DEVELOPMENT HUBS

WHO'S HIRING IN WASHINGTON, DC?



TOP HIRING ORGANIZATIONS IN D.C.



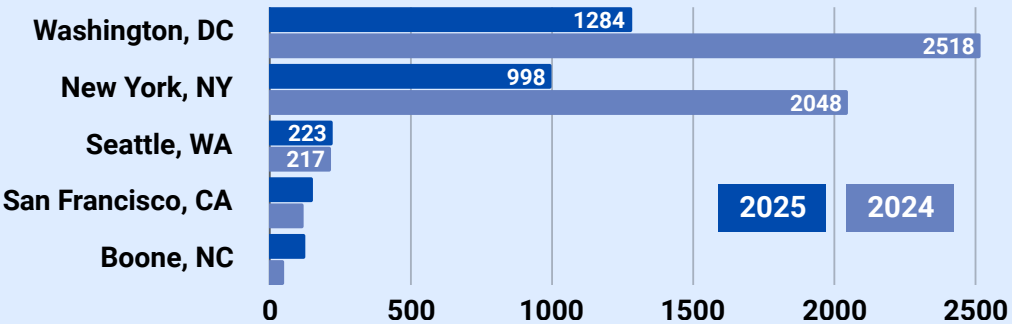
Most jobs based in Washington, D.C., posted on Dexex by organizations from Jan. 1 to Oct. 1, 2025.

To help assess the current state of the U.S. development job market, Devex dug deeper into the numbers related to available opportunities in Washington, D.C., a job hub for the sector that has been rocked by the U.S. aid funding freeze.

The 1,284 jobs advertised in D.C. this year represent a 49% decrease compared to last year. This has been driven from many angles, including the absence of over 300 postings from USAID that appeared in 2024, though 10 roles were posted before the aid freeze began, and significant decreases from key USAID collaborators. For instance, Chemonics International advertised just 10 roles in D.C. this year after posting the fifth-most of any organization in 2024 (105).

Of the organizations that have posted more roles than in 2024, World Resources Institute has advertised the fourth most of any organization this year (74), which is a 208% increase year-on-year. Others stepping up hiring in the city include the Aspen Institute (+165%), the Rainforest Alliance (+271%), and the Environmental Defense Fund, which has advertised 26 positions after posting just four in 2024.

TOP 5 US CITIES FOR JOBS IN 2025



The cities with the most U.S. job postings on Devex from Jan. 1 to Oct 1, 2025. Postings from the same period in 2024 are also shown.

US DEVELOPMENT HUBS

WHO'S STILL HIRING IN NEW YORK?





Most jobs based in New York City posted on Dexex by organizations from Jan. 1 to Sept. 15, 2025.

New York state, and New York City in particular, continues to serve as a central hub for global development, largely due to being the host of the United Nations headquarters. The city is also home to various key players in philanthropic and advocacy work, such as The Rockefeller Foundation, the Helmsley Charitable Trust, and Rainforest Alliance. The convergence of these global development organizations, combined with the city being a center for finance, business, and media, makes New York a critical area for addressing the world's most pressing challenges, from human rights and health to poverty and climate change.

Looking at New York state as a whole, there have been 1,759 job openings posted on Devex since the start of this year (through October 1st). This was the most of any state or district that was analyzed, but it also represents an 18.7% decrease compared to the 2,150 jobs appearing during the same period last year.

A recent and separate analysis of job data from Devex's job board focused on New York City-based postings and found that there have been 746 job openings based in the city. Top organizations with the most openings include UNICEF, The Rockefeller Foundation, and Vital Strategies, all of which have their headquarters located in the city.

Among these, the most highly compensated position published this year is a senior vice president for program integration opening at The Rockefeller Foundation, with an impressive annual salary range of $354,000 to $420,000. **READ MORE**

WHAT'S NEXT?

ROLES MOST AFFECTED — AND THOSE ON THE RISE



> *"While specific roles may vary... [UNDP] values expertise in areas such as fundraising, donor engagement, innovative financing mechanisms, and strategic partnerships."*
>
> **David Bearfield, HR director, U.N. Development Programme**

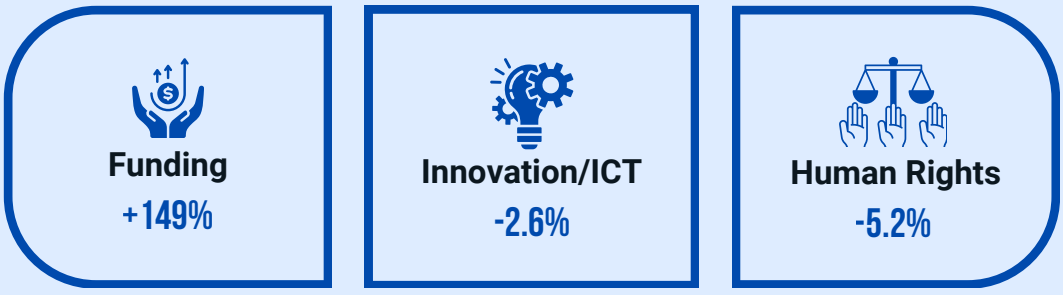
Hiring remains slow across global development organizations, with job opportunities limited. But **certain roles have been hit harder than others**, according to Dexex job board data and insights from a range of sector experts.

Some are seeing **more job postings related to revenue generation**, as many organizations reassess their approach to business development. Employers are looking for experts who can create a strategy around specific types of partners, such as foundations or institutions, said Katrina Roxas, director of Talent Solutions at Devex.

Uzma Ashraf Barton, a consultant on international economic policy and investment strategy, has noticed more openings around corporate engagement, high-impact philanthropy, and donor relations. **Funding diversification is also a priority**, according to the employers Devex spoke to.

On the flip side, **programming roles have been among the hardest hit** by budget cuts. As projects have been paused or downsized, monitoring and evaluation, or M&E, and audit-related roles are down 38% since last year, according to Devex's job board. **READ MORE.**

SECTORS WEATHERING THE STORM



The sectors that have seen the least negative effects in U.S. job postings on Devex since Jan. 1, 2025.

JOB SEARCH

STAYING HEALTHY AND RESILIENT ON THE HUNT



> *Spend time determining what your priorities are, thinking about what you can compromise on. … What is going to be okay for your mental health and well-being?*
>
> **— Mona Chergui, counselor and coach**

At a time when the development job market looks bleak and competition is fierce, experts lay out how to safeguard your well-being.

STICK TO A HEALTHY ROUTINE

Consider limiting the amount of time per day dedicated to your search. "Dedicate a specific time for applications and then allow yourself space for rest, movement, or connecting with others," advises Lucia Berdondini, associate professor in psychology at the University of East London.

CLARIFY WHAT YOU WANT

There can be a tendency in a job hunt to apply for anything that remotely fits your skill set in what coach and body-mind mentor Rachel Korb refers to as the "scarcity mindset." But operating this way can lead to fewer application responses, which feeds into negative thoughts.

LISTEN TO YOUR BODY

When an opportunity comes in, if finances allow, experts say it's important to then consider if it's the right fit rather than automatically accepting — even though that may be tempting in this market. Korb suggests doing a body scan to see how the idea of the new role and workplace sits.

WATCH: HOW TO STAY RESILIENT IN A CHALLENGING JOBS MARKET

During a Devex digital careers event, social impact coach Kelsi Kriitmaa and international HR adviser Jack Jarrett offer guidance on how to stay motivated and continue growing even in the face of setbacks. **WATCH THE EVENT**



Are you a development job candidate looking to stand out to recruiters?

Our in-house recruitment specialists are currently compiling talent pools based on specific global development skill sets, including communications and food systems experts, and many more.

Candidates can update their Devex profiles to be considered, and employers can learn more here.

We hope you found this guide helpful. For more insights aimed toward global development professionals, visit our Career Center.

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